$34 Boost Lifts Key Top To $200 In 2½-Year Cleveland Contracts

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Cleveland Guild Photo by Ray Matjasic

PENNED IN: New Cleveland contracts providing $200 key minimums are the object of highly co-ordinated signing. From left, Betty Klurfe, local president; Barry McCormick, industrial-relations director of the Plain Dealer; William C. Barnard, past local president; James Scott, executive secretary of the Cleveland Newspaper Publishers Association; Jack F. Weir, Guild executive secretary, and Dan N. Ruthenberg, assistant to the business manager of the Press.

70% Guild Shop Won In Press Commercial

Cleveland, Ohio—Increases totaling $34 over 30 months will raise key top minimums at the Cleveland Press and Plain Dealer to $200 under new contracts with the Cleveland Guild.

The Guild also won a seven-out-of-10 Guild shop for commercial employes at the Press in the area of union security, the key issue in the Guild's 1962-63 strike at the two papers.

Both contracts will provide $230 top minimums for subeditors, with the number of positions covered increased from two to eight at the Plain Dealer and nine at the Press. The minimums will go up $30.

General increases range from $11 to $25 over the 2½-year span, with increases in minimums ranging as high as $35.60 in the case of outside classified supervisors at the Press. They will go to $180.

Both settlements provide these additional gains:

► Accident-insurance policies of $50,000 for death or injury on outside assignments.

► Reduction of the service requirement for four weeks' vacation from 15 years to 10 and for three weeks from four years to three.

► An increase in the mileage allowance from 10 cents for the first 100 miles a week and nine cents thereafter to a flat 11 cents, and a $1.50 increase to $15 in the minimum weekly guarantee.

In addition, photographers at the Plain Dealer whose pictures are sold for reuse will receive half the sales price, with a dollar minimum. The clause was negotiated in the wake of an arbitration decision denying photographers any return on the sale of their pictures.

Under the settlements, employes earning $170 and over will receive increases of $8.50 retroactive to Nov. 1, another $8.50 next Nov. 1, $4 May 1, 1968, and $4 Nov. 1, 1968.

Those earning from $150 to $169.99 will get increases of $5.50, $5.50, $3 and $4, those from $130 to $149.99 will get $5, $5, $3 and $4, those from $100 to $129.99 will get $4.75, $4.75, $3 and $3.50, those from $80 to $99.99 will get $4.50, $4,

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Detroit Wins Wage Bonus For Vacation

Detroit, Mich. — A vacation bonus, the first in any Guild contract, has been incorporated into a new Detroit Guild agreement with the United Automobile Workers.

The contract, which covers employes of the UAW's publications, public-relations and radio-television departments, provides $75 a week in addition to vacation pay starting this year.

The settlement also provides top-minimum increases equivalent to more than $25 a week over 2½ years, with the top going to more than $243.

Employes will have more vacation weeks as well as more money to enjoy them with under terms of the settlement. It provides for a fourth week after 15 years' service instead of 20 and a third week after one year instead of five.

The 30-month contract increases top minimums $339.90 a year ($6.53 a week) effective Jan. 1, $490.10 ($9.42 a week) next Jan. 1 and $500 ($9.61 a week) Jan. 1, 1968, to $12,660 ($243.46 a week). Starting rates are up $278.10 ($5.34 a week), $490.10 and $500, to $10,538.20 ($202.65 a week).

Under settlement terms, the UAW will pay the full cost of automobile insurance and will establish an additional health-insurance program to cover "catastrophic illnesses."

In The Groove

Joe Glazer's songs and George Meany's speech to the Guild's 1966 Convention are now available on an LP record. Story on Page 7.

$20 Hikes, $194 Key Minimum Won In 2-Year Buffalo Pact

Buffalo, N.Y. — General increases ranging up to $20 over two years, raising the reporter top minimum to $194.15, have been won at the Buffalo Courier-Express.

Position minimums are raised as much as $22, with the top group going to $231.65 in the second year and copy-editors and rewritemen going to $202.15.

General increases of $10 effective Jan. 2 and another $10 next Jan. 1 go to employes earning $170 and over. Employes earning from $145 to $169.99 receive $8 the first year and $7 the second, those from $115 to $144.99 receive $6 and $5, and those below $115 receive $4 and $4.

Increases of $11 each year will raise the minimums for the top two subeditor classifications to $231.65 and $210.15, respectively.

The top for district managers goes up $8 and $7, to $162.16; that for Fort Erie distributors, $8 and $10, to $186.65; that for assistant dispatcher, $10 and $10, to $209.15; that for library supervisor, $6 and $5, to $137.65, and that for copy boys, $4 and $4, to $77.90.

In addition to reducing the service requirement for a fourth week's vacation from 15 years to 10, the contract provides an extra day's vacation for employes with 25 years' service, two extra days for those with 26 and three for those with 27.

The severance-pay ceiling is

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Wage Increases Double

Guild Chalking Up Best Gains In 20 Years

CURRENT Guild wage settlements are the best in 20 years—and getting better.

That's the inescapable conclusion, no matter how you look at them. For example:

► The annual average increase in principal top minimums in 38 key settlements over the past 14 months is $10.05—a level unequaled since the postwar settlements of 1946-47.

► The average reporter top minimum has been rising at a sharply accelerating rate, going up almost a dollar in December alone.

► The average two-year wage and fringe increase at the top reporter level in all Guild newspaper, magazine and wire-service settlements has doubled since just before ANG's 1962 Wage Conference, from $8.19 in fiscal 1962 to $16.83 thus far in fiscal 1967.

► $200 top minimums for key classifications have been reached or exceeded in 19 newspaper and wire-service contracts, 10 of them in the last two months.

Not since the end of the World War II, when wage minimums released from five years of government controls bounded forward by as much as $35 in a single year, have Guild settlements been as high.

Key top minimums of $233 have been negotiated at the Washington Post, $228 at the Washington Daily News, $210 at the Washington Star, $207 at the St. Louis Post-Dispatch and St. Louis Globe-Democrat.

Two-hundred-dollar minimums have been negotiated at the New York Times and New York Daily News (where bargaining to raise them

Table of Average Annual Increases . . . Page 6

higher is under way), the San Francisco Chronicle and San Francisco Examiner, Oakland Tribune, Denver Post, Cleveland Plain Dealer and Cleveland Press, Minneapolis Star and Tribune, San Jose Mercury and News, Sacramento Union and Sacramento Bee, Stockton Record and Associated Press.

In five of these settlements—the Washington Post, San Jose Mercury and News, Sacramento Bee, Sacramento Union and Stockton Record—the $200 minimum has been obtained for outside classified salesmen, marking the high point of a recent surge toward parity for outside classified from coast to coast.

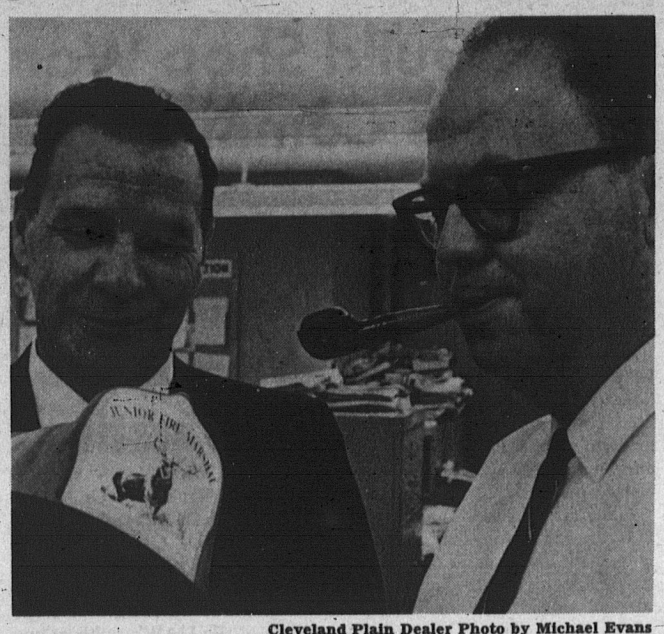
In one—Stockton—the $200 top has also been achieved for district managers, the first in any Guild contract to reach that figure.

ANNUAL increases in key top minimums ranging from $7.07 to $13.75 have been won in 38 newspaper and wire-service contracts since December 1965 (actually, 37 settlements and one offer not yet accepted, at the Columbus Citizen-Journal).

The annual average (computed by dividing the contract term into the total increase without regard to its distribution over the term) exceeds $10 in 11 cases: the Boston Record-American ($13.75), Cleveland Press and Cleveland Plain Dealer ($13.60), Denver Post ($12.67), Canadian Broadcasting Corp. ($12.54½ for one group, $11.37 for another), Memphis Commercial Ap-

(Continued on Page 6)

Ex-IR Rescues 15, Earns Fire Hat



Cleveland Plain Dealer Photo by Michael Evans

NEW HAT FOR MILLER: Former ANG International Representative William F. Miller, right, receives a junior fire marshal's hat from James P. Neelon, president of the International Association of Firefighters' Cleveland local, after Miller rescued 15 men from a burning building.

Cleveland, Ohio—William F. Miller, Guild leader and labor reporter, has a third hat these days.

It's a red plastic junior fire marshal's helmet presented to him last month after he helped rescue 15 elderly men from a burning rooming house Jan. 17.

Miller, a former ANG international representative, was on his way home from work at the Cleveland Plain Dealer when he saw smoke pouring from the lodging house. He shepherded the residents, most of them dazed and confused, to safety, first alone and then as an assistant to firemen.

Miller's first-person story of the rescue appeared on Page 1 of the Plain Dealer.

The next day Asst. Fire Chief James P. Neelon, local president of the International Association of Fire Fighters, presented Miller with the junior fire marshal's hat to wear on his firefighting rounds. And fellow employes, who promptly dubbed him "Smokey," gave him an iron cross with the inscription, "Fat Men Fight Fires."

Later in the week the Firefighters, in a more serious vein, presented him with a plaque.

Miller, a member of the Cleveland Guild executive board and chairman of the Organizing Committee at last year's ANG convention, failed to win unanimous applause, however.

A representative of Local 100 of the American Federation of State, County and Municipal Employes chided him for "scabbing" on firemen and threatened to take the matter to the next meeting of the Cleveland AFL-CIO Federation of Labor.

Key Minimums Up By $26.50 In Three-Year St. Paul Pact

St. Paul, Minn.—Increases of $26.50 in key top minimums have been negotiated by the Twin Cities Guild in a three-year contract at the St. Paul Dispatch and Pioneer Press.

The settlement will raise the top for reporters and display salesmen to $191 in the third year. The top for editors will go up $29.15, to $210.10.

General increases range from $6.50 to $14, with those earning $160 and over receiving $5.50 retroactive to Dec. 1, $3 next Dec. 1 and $5.50 Dec. 1, 1968.

Those earning from $130 to $159.99 will get $4.50, $3 and $4.50, those from $110 to $129.99 will get $3.50, $2.50 and $3.50, those from $90 to $109.99 will get $3, $2.50 and $3, and those under $90 will get $2.75, $2 and $2.75, except for copy boys, who will get $2.25, $2 and $2.25.

The top for reporters and display salesmen will go up in six-month jumps of $6, $4, $4, $4, $6 and $2.50.

The top for circulation supervisors will go up a total of $19, to $146.75; that for outside classified $14.50, to $157; that for classified telephone sales, $9.25, to $95.50; that for telephone operators, $9.50, to $100.25; that for stenographers $9.25, to $95; that for janitors $9, to $92.25; that for clerks, typists and library clerks $9, to $91.25, and that for messengers $6.50, to $73.50.

The contract also provides for a $3-a-month increase to $23 in the company's share of hospitalization-insurance premiums, plus half of any increase over $3 in the premiums, up to $2.

The service requirement for a fourth week's vacation is reduced from 15 years to 12.

The opening was initiated by the publisher.

The increases, effective Dec. 26, follow less than three months after contractual increases of from $2 to $10 under the second step of a three-year contract. Additional increases of from $2 to $10 are called for at the start of the third year.

The extra $3 increase will raise the reporter top by a total of $8, to $165, in the second year of the contract. It will go to $170 next October, when the top for editors goes to $190, that for deskmen and rewritemen to $177, chief librarian to $148, and library clerks to $106. Differentials are maintained.

Midterm Raise Gained At Lansing Journal

Lansing, Mich.—A supplementary wage agreement providing for extra increases of $3 in all the minimums except copy boys' has been signed in midcontract term by the Lansing Guild and the Lansing State Journal. The re-

$21 York Increase Lifts Starting Rate To $100

York, Pa.—A two-year settlement raising the reporter top minimum by $17 and the starting minimum by $21 has been negotiated at the York Dispatch.

Increases of $8 retroactive to Jan. 1, 1966, $2 retroactive to July 1, $3 retroactive to last Jan. 1, $2 July 1 and $2 Oct. 1 will raise the top minimum to $143.50. The starting minimum will reach $100 as the result of an initial $13 increase and four successive $2 raises.

General increases total $10 in five steps. The differential for deskmen is increased 50 cents, raising the minimum for that position to $152.50 in the final step.

Length-of-service raises for librarians and proofreaders are increased from $3 after 10 years to $4 retroactive to Jan. 1, 1966, and $5 last Jan. 1, with a 15-year raise similarly increased, to $7. The night differential is increased 10 cents, to $1.45 a shift.

The service requirement for a fourth week's vacation is reduced from 30 years to 20, two days' bereavement leave is provided, and a second personal holiday is added, for a total of eight.

ANG Collective Bargaining Director J. William Blatz assisted the York Guild in contract negotiations, stalled for more than a year.

Mellett Stint Finished, Kadis Returns To UPI

Phillip M. Kadis, ANG's Mellett Project co-ordinator the past three years, left the Guild's staff this week to become radio editor of United Press International's Washington bureau.

The co-ordinator's position was created on a temporary basis in 1964 to develop a program to implement the late Lowell Mellett's bequest to the Guild of stock now valued at $64,000 to further press responsibility. Kadis's third one-year appointment expired last week.

During his three-year tenure, an independent foundation, the Mellett Fund for a Free and Responsible Press, was created to carry out the program. The foundation's board of directors last fall decided to initiate a pilot community press council "to provide a mechanism for dialogue between community representatives and the local press."

Some 15 universities are being canvassed to administer the pilot council. The board is scheduled to meet in the spring, when it hopes to make a selection.

Noting Kadis's role in developing the program, Charles A. Perlik, Jr., secretary-treasurer of both ANG and the Fund, said that with the project at its present stage, the job for which Kadis was hired has been completed.



PHILLIP M. KADIS

Kadis took a leave of absence from UPI's Cleveland bureau to join the Guild staff in 1964. He had served as Guild UPI chairman in Cleveland and as Midwest Sectional Council chairman of the Wire Service Guild.

Kadis, who holds a B.A. degree from Western Reserve University, was a police reporter for the Cleveland Press and a member of the Cleveland Guild before joining UPI.

In his new post he will be in charge of the Washington Guild's radio wire.

Qualified Protection

Eugene Guild Backs Privilege Bill

Eugene, Ore. — The Eugene Guild has gone on record in support of a bill that would grant reporters a qualified privilege to protect their news sources.

The local voted last month to notify the Oregon House Judiciary Committee of its support of the bill, pointing out at the same time that ANG went on record at its 1959 Convention in favor of unqualified newsmen's privilege.

The committee is weighing a measure that would protect reporters from having to disclose their sources "unless disclosure is essential to prevent injustice or protect the public interest."

It would require a court order to establish such necessity and sets forth a number of considerations that would have to be observed in issuing one.

The measure was introduced by Rep. Keith Skelton, attorney for the Oregon Newspaper Publishers Association, as an outgrowth of contempt proceedings instituted last year against Annette Buchanan, student editor at the University of Oregon, for refusing to disclose the sources of a story on the use of marijuana on the Eugene campus.

The Publishers Association, Sigma Delta Chi and the American Society of Newspaper Editors have filed motions to appear as "friends of the court" in Miss Buchanan's appeal of a $300 fine before the state Supreme Court. ANG's 1966 Convention went on record in support of the student editor.

A defense fund has been set up to finance Miss Buchanan's appeal, which is expected to cost $3,300 more than is now on hand. Contributions may be sent to the Annette Buchanan Defense Fund at 641 Pearl St., Eugene, Ore. 97401.

Science Magazine Charged By Guild

New York City — The New York Guild has filed charges accusing Scientific American magazine of refusing to supply payroll information needed for bargaining.

The charge, filed last month with the National Labor Relations Board, declares that the magazine has refused to specify the wages it pays in excess of $250 a week to employes in Guild jurisdiction.

Local Representative Robert Keane said the Guild is seeking the information in connection with an effort to eliminate a contract provision under which no overtime is paid to employes receiving more than $250.

Pressmen Upheld On Split Unit

A National Labor Relations Board examiner last week recommended that the Washington Post and Star be required to bargain separately with the Pressmen's Union.

Examiner Stanley N. Ohlbaum, rejecting a battery of arguments advanced by the two papers, said there was no reason to depart from the board's newly established position that unions have a right to withdraw from multiemployer bargaining units.

The board, in similar cases involving New York and Detroit publishers, has held that companies must bargain separately with a union that desires to withdraw from a multiemployer unit. Its position has been upheld in the courts.

Ohlbaum found the Post and Star guilty of unfair labor practices for refusing to bargain individually for new contracts last June, insisting that bargaining continue through the Washington Publishers Association. The papers did subsequently negotiate separate contracts after the NLRB sought an injunction to force individual bargaining.

Ohlbaum, asserting that there was no "significant distinguishing feature" between the Washington case and those in New York and Detroit, dismissed a series of 10 company defenses—including the argument that "even if the union was not required to bargain on a multiemployer basis a la past pattern, at the very least it was obligated to bargain on a multiemployer basis regarding whether it should continue to bargain on a multiemployer basis."

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Canadian UPI Closes Two Of Six Bureaus

Montreal, Que.—United Press International of Canada has closed two of its six bureaus in the midst of bargaining for an initial Canadian Wire Service Guild contract.

UPI's one-man bureaus in Halifax and Quebec were closed last month on economy grounds. The Quebec staffer was transferred to Montreal; the Halifax staffer resigned.

The closing left UPI with only four Canadian bureaus—in Toronto, Ottawa, Montreal and Vancouver. The latter was at least temporarily unmanned following dismissal of the bureau manager last month and the resignation of his assistant in protest.

Meanwhile, a Montreal judge ordered Eric Riel, UPI's managing director, to stand trial on an unfair - labor - practice charge brought by the Guild.

The charge, based on the dismissal of a Montreal employe active in the Guild, was filed against Riel after a similar charge against UPI was dismissed in November on the grounds that the Guild had failed to show "beyond reasonable doubt" that the dismissal was not for economy reasons.

Last month the court rejected a company contention that the case against Riel should not be tried because the charge against UPI had been dismissed.

Bargaining continued at a slow pace, meanwhile, in Montreal, where UPI and Guild negotiators reached agreement last month on arbitration and grievance procedures, a dues checkoff and a military-service clause.

AP Members Ratify Pact

New York City — Associated Press Guildsmen have ratified a new contract with the Wire Service Guild by more than two to one.

The settlement, which raises newsman top minimums by $18.25 and $23 over two years, to $207 and $202, was approved by a vote of 555 to 216, the Wire Service Guild announced last week. It had been sent to the membership without a recommendation from the negotiating committee.

The Guild will open negotiations with United Press International Feb. 14.

Guild Accuses AFTRA Of Raiding UPI Unit

ANG last week filed charges accusing the American Federation of Television and Radio Artists of raiding the Wire Service Guild's jurisdiction at United Press International.

Charges of violating the AFL-CIO's no-raiding agreement were submitted to federation President George Meany by ANG Secretary-Treasurer Charles A. Perlik, Jr.

They were filed after AFTRA's New York local petitioned the National Labor Relations Board for certification as bargaining agent for 10 employes of UPI Newsfilm and Newsreel and 10 employes of UPI Audio in New York and Washington.

The Guild has represented UPI Newsfilm employes for more than a decade and Audio employes for more than five years.

The AFTRA petition was filed Jan. 13, just prior to the start of a 60-day "protected" period preceding expiration of the Guild's current UPI contract March 15.

The NLRB has scheduled a hearing on the petition for Feb. 28. The Guild has asked the NLRB to delay action until the AFL-CIO acts on the raiding charge.



TALK, THEN WALK: International leaders of three striking unions join local officers on the Toledo Blade picket line during recess in top-level negotiations. In line, from left, are Stereotypers' Local President James Lecure, Stereotypers' Special Representative Mortimer F. Schappert, ANG Secretary-Treasurer Charles A. Perlik, Jr., ITU First Vice President John J. Pilch, ITU Local President Daniel Reetz and Guild President James Richardson.

Toledo Strike Issues Are Reduced In Week Of Top-Level Bargaining

Toledo, Ohio — Five days of top-level meetings here last week narrowed the number of issues blocking agreements between nine unions and the struck Toledo Blade and Times.

The sessions, sponsored by the American Newspaper Publishers Association and attended by top officers of ANG and the International Typographical Union, were adjourned Feb. 4. New meetings are expected later in the month.

The ANPA's labor-relations committee initiated the meetings last month in an effort to settle a 15-week strike by the Toledo Guild, Stereotypers and Typographical Union. The meetings moved here last week after sessions in Columbus and Chicago.

ANG Secretary-Treasurer Charles A. Perlik, Jr., John J. Pilch, first vice president of the International Typographical Union, and Special Representative Mortimer F. Schappert of the Stereotypers are representing six nonstriking unions as well as their own in the top-level sessions.

While several common issues, including wages, remain unsettled, last week's meetings succeeded in resolving individual issues involving all but four unions.

Among numerous issues still on the table are Guild proposals for upgrading circulation district managers and outside classified salesmen to wage parity with reporters and display salesmen, proposals by the Pressmen and Stereotypers for an hours reduction, and several issues affecting the Lithographers and Photoengravers Union.

At an earlier meeting on the local level Jan. 26, the Toledo Guild won agreements prohibiting transfers without employe consent and setting new terms for ad salesmen's leased cars.

The Lithogravers and Photoengravers met with the company Feb. 8 in the only other local bargaining. The Pressmen, who have asked international strike sanction, asked management for a new bargaining session this week.

A federal Wage and Hour Division inspector appeared at offices of the Toledo Record, the unions' interim daily, last week to check the paper's employment records. The Blade denied that it had inspired the check.

Guild strikers, picketing around the clock in zero temperatures that followed close on the heels of a blizzard, found one bright spot: Toledo officials ruled that ANG strike benefits will not be subject to the city's payroll income tax.

Blade's Unkindest Cut

Arbiter Blocks Scrooge

Toledo, Ohio—The ghost of Christmas—and New Year's—past has risen to open the Toledo Blade's cashbox.

An arbitrator has ruled that the Blade's attempt to withhold night-differential pay from editorial employes who worked on the nights of Christmas 1965 and New Year's Day 1966 was an act of penuriousness not supportable under the Guild's contract.

Ordering the Blade to pay the $2.50 differential required under the contract, arbiter Russell A. Smith rejected a company contention that premium rates paid for holiday work superseded rather than supplemented the night differential.

Smith said that neither the contract language, past practice nor bargaining history supported this view of the matter.

It is "generally understood," he said, that night differentials are contracted for "on a ground wholly separable from the basis for contracting for premium payments for overtime or for work outside of an employe's regular schedule or for work on a holiday."

L.A. Appoints Kearney Administrative Officer

Los Angeles, Calif.—Fred T. Kearney, an ANG international representative since September, has been named administrative officer of the Los Angeles Guild.

Kearney, who served three terms as president of the Youngstown Guild, succeeds Joseph H. Matty, who resigned in September. He will take over the post later this month.

Kearney was a reporter on the Youngstown Vindicator from 1960 to 1965 after working on papers in Detroit and several smaller Midwest cities. He helped organize the Vindicator's circulation department and led the record 1965-66 Guild strike there.

Kearney was a cowinner of ANG's Guild Service Award in 1965 and was nominated for the International Executive Board at the Guild's 1965 Convention. He later withdrew from the contest on quitting the Vindicator.

Kearney has been assigned to the Toledo strike since shortly after joining the ANG staff. International Representative John Edgington has been assigned to take his place there.



FRED T. KEARNEY

New Wage Floor To Lift Pay In 6 Pacts

At least six current Guild contracts provide for minimum salaries lower than those required under the new $1.40-an-hour U.S. minimum wage effective Feb. 1.

The new hourly minimum prevailing under 1966 amendments to the Fair Labor Standards Act translates into weekly minimums of $56 for a 40-hour week, $52.50 for 37½ and $49 for 35.

The hourly floor will go up to $1.60 next Feb. 1, requiring weekly minimums of $64, $60 and $56, respectively.

Most of the Guild minimums affected are starting rates, but in at least four contracts other minimums are also subpar.

Three of the six contracts have expired, and in at least one case —in Portland, Me.—negotiations have produced a management offer that would raise the substandard rates above the new minimum wage.

The largest number of substandard minimums are at the Lowell Sun, where an expired 40-hour contract currently being renegotiated provides $52 starting minimums for classified solicitors, secretaries, telephone operators, typists, clerks, business-machine operators, circulation clerks, editorial assistants, editorial librarians and copy boys.

The second-year minimum for copy boys is only $55.50, and the flat minimum for elevator operators is $54.

At the Portland Press-Herald, Express and Telegram, in another contract currently being renegotiated, top minimums for copy boys, elevator operators and mailroom helpers are all a dollar below the $56 requirement for a 40-hour week.

So are the starting minimums for business district clerks and stockroom men ($54.50), society reporters ($55) and both darkroom assistants and wirephoto operators ($55.50).

Starting minimums of $50 for copy boys and $53 for clerks at the Muskegon Chronicle are both below the new standard, as is a $55 second-year minimum for copy boys. So is a $54.30 starting minimum for office boys at the Chattanooga Times in another expired contract under renegotiation.

At the Greensboro News and Record, where a 37½-hour week prevails, a $47 starting minimum for office boys and a $49.50 minimum after six months are below the new standard. A copy-boy starting minimum of $47.50 at the Plainfield Courier-News under another 37½-hour contract is also subpar.

Champion To Replace Watts In IFJ Post

Dale H. Champion, assistant executive secretary of the San Francisco-Oakland Guild, will join the ANG staff Feb. 15 as an international - affairs representative, taking the place of Ronald A. Watts.

Watts, a former president of the Rochester Guild, is leaving the position he has held since May 1962 to become director of the Centre for Labour and Social Studies in Rome. The center is involved in the training of editors for labor publications.

Subject to approval of the International Federation of Journalists' executive committee, Champion will take over Watts's position as IFJ representative, based in Brussels. His work will be principally with organizations of newspapermen in developing countries of Africa and Asia.

At the same time, William C. Treon of the Cleveland Guild will join the ANG staff for a year's assignment as instructor in the IFJ's African Journalism Institute. The institute comprises a series of three-week seminars on basic journalism being conducted in African countries over a two-year period.

Watts has been on loan to the IFJ from the ANG staff. He will now be on leave of absence from the Guild.

His wife, Sarah, who has been editor of the IFJ magazine, the Journalist's World, since its founding in 1963, will work in the Rome center's publications program.

Champion, 39 years old, has been an active member of the San Francisco - Oakland local since 1958. In 1961 he served as unit chairman at the San Francisco Chronicle, where he was a labor and federal-beat reporter. From 1960 to 1964 he was coeditor of the Bay Guildsman, the local's official publication.

He was elected local treasurer in 1965 and became assistant executive secretary later the same year.

A graduate of Stanford University, Champion entered newspaper work after teaching elementary school and traveling through Europe. After working for the Redbluff Daily News and the Redding Record-Seachlight, both in California, he joined the Chronicle in 1952.

Treon, 30, has been a reporter on the Cleveland Plain Dealer for five years. He is a member of the executive board of the Cleveland Guild and a delegate to the Cleveland AFL-CIO Federation of Labor.

A magna-cum-laude graduate of Ohio University, Treon has a master's degree from Columbia University's Journalism School.

Both Champion and Treon will join Watts in Brussels in March. Treon will take part in his first African journalism seminar in Accra, Ghana, at the end of that month.

Watts and his wife, who expect to move to Rome in June following an indoctrination period for Champion and Treon, have helped to widen the IFJ's activities substantially during their four years of work for the federation.

From IFJ headquarters, Watts has traveled extensively in Africa and Asia. In many cases he established initial contact between the IFJ and national newspapermen's organizations, leading to new IFJ affiliations.

In 1963 he organized a seminar on trade unionism in Turkey that led that nation's Union of Journalists into a program of collective bargaining resulting in a vast improvement of salaries and working conditions.

In Nigeria he organized a journalism seminar that became the model for the African Journalism Institute, which he later developed and for which he raised funds throughout Europe. Last year he organized a three-month IFJ journalism institute in Saigon.

Meanwhile, Mrs. Watts has been editing the Journalist's World in five languages — English, French, Spanish, Japanese and Arabic. Like her husband, she is a member of the Rochester Guild.

Together they produced a pamphlet, "Idealism in Action," containing a history of the IFJ.



DALE H. CHAMPION



RONALD A. WATTS



WILLIAM C. TREON

U.S. Labor Attaches Get Guild Briefing

Five Foreign Service officers, soon to take up positions as labor attaches and labor-reporting officers at U.S. embassies in Latin America, visited ANG headquarters Feb. 1 for a briefing on Guild domestic and international programs.

The group met for two hours with International Affairs Director Richard P. Davis. They included officers to be assigned to Panama, El Salvador and Costa Rica.

IEB To Weigh Twin Cities Case Feb. 14

A hearing on charges that the Twin Cities Guild violated ANG constitutional procedures in connection with a 42-month contract at the Minneapolis Star and Tribune will be on the agenda when the International Executive Board convenes in Washington next week.

The board will weigh charges, filed last October by ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., that Twin Cities submitted the contract to ratification and signed it without permission of the IEB Contracts Committee. The hearing is scheduled for Feb. 14.

The contract provides a general increase of from $7.50 to $17 over its 3½-year term, with the reporter top minimum rising in steps from $166.50 to $200 as of the last day of the contract, Jan. 31, 1970.

The local is charged with violating two constitutional requirements: one forbidding the execution of any contract without IEB permission, and the other specifically prohibiting any contract longer than two years without IEB assent.

Twin Cities has conceded that it submitted and signed the contract without permission but has contended that the Contracts Committee's denial of permission was "unreasonable, arbitrary and discriminatory."

Among other items on the agenda for the IEB meeting Feb. 13-16 will be the condition of ANG's International Defense Fund and the continuation of assessments.

ANG's annual Heywood Broun Award luncheon will be held Feb. 13 in conjunction with the meeting. The winner of the 1966 Guild Service Award also will be announced.

ANG Arranges Seminar For Bolivian Newsmen

A three-week seminar on journalism techniques will be held in La Paz, Bolivia, starting Feb. 13, sponsored by the Inter-American Federation of Working Newspapermen's Organizations and arranged by ANG International Affairs Director Richard P. Davis.

Two U.S. journalism professors —James Carty of Bethany College, W. Va., and John C. Merrill of the University of Missouri —will be the principal instructors. A number of Bolivian newspapermen will also lecture.

Jaime Humerez, cochairman of the federation and executive secretary of the Bolivian Federation of Newspaper Workers, will direct the seminar, which will be attended by some 40 members of his organization.

The seminar, first on journalism techniques to be sponsored by the federation, will be financed by the Organization of American States and the American Institute for Free Labor Development.

ANG International Affairs Representative John K. Sloan will visit Guatemala next week to make final arrangements for another federation seminar to be held in Antigua Feb. 20 through 28 for some 30 members of newspaper unions in five nations.

Fifth African Seminar Arranged By Watts

Monrovia, Liberia—The fifth in a series of seminars of the African Journalism Institute, arranged by ANG International Affairs Representative Ronald A. Watts, was held last month.

Two earlier seminars were held in Nigeria, one was held in the Ivory Coast and one in the Congo.

After attending the opening of the three-week Monrovia session, Watts, who is representing the International Federation of Journalists, visited Accra, Ghana, where the next seminar will be held in early April.

Stell, Serge Nominated For Guild Service Award

Jose Stell, former president of the San Jose Guild, and Joseph Serge, chairman of the Toronto Guild's Oshawa Times Unit, were nominated last week for the 1967 Guild Service Award.

The nominations, received just before expiration of the Feb. 1 deadline, produced a field of three for the award, given annually for outstanding Guild service at the local level. Joe Holt Anderson, Jr., outgoing president of the Washington-Baltimore Guild, had been nominated earlier.

Stell, simultaneously with his nomination, received the San Jose Guild's first Frank R. Sauliere Award for service to the local, in memory of a longtime local leader. Stell, who served as local president in 1964 and vice president last year, led the negotiating committee that won a $200 key top minimum in December at the San Jose Mercury and News.

Serge's nomination was accompanied by a testimonal signed by 26 members of the Oshawa Unit, which he was instrumental in organizing in 1963. He has been unit chairman ever since, leading Oshawa Guildsmen through last year's bitter 15-day strike at the Thomson-owned Times.

The award contest will be judged during next week's International Executive Board meeting by Vice Presidents Noel Wical and Barney Peterson and Research and Information Director Ellis T. Baker. The winner will receive a scholarship of up to $1,000 for a course in trade-union education.

March 1 Deadline Set For Stokes Award

Deadline for the eighth annual Thomas L. Stokes Award is March 1, ANG notified Guild locals last week.

The award, which carries a $500 prize for the best writing in a daily newspaper on the development, use and conservation of energy and other natural resources, is open to both U.S. and Canadian newsmen.

A letter, accompanying posters describing the contest sent to all locals, noted that the Guild has played a prominent role in the award's history.

Scholarship Offered In Labor Education

An $800 scholarship for eight weeks of union and university training in labor education is being offered in a nationwide contest sponsored by Local 189 of the American Federation of Teachers in Madison, Wis.

Among those eligible are union members who have been active in union education. Details and application forms can be obtained by writing to: Room 825, 432 North Lake St., Madison, Wis. 53706. April 1 is the deadline.



NEW AWARD: San Jose Guild President James Choate, right, presents local's first annual Frank R. Sauliere Award for Guild service to Jose Stell, a former president.

ANG Polls Colleges In Negro Job Drive

ANG is canvassing 146 schools and departments of journalism in the United States and Canada to determine how many newspaper jobs are becoming available for Negroes and how many Negroes for newspaper jobs.

A two-page questionnaire was sent last month to the schools—142 in the United States and four in Canada—by ANG's Research and Information Department as part of the Guild's continuing program of trying to open up newspaper jobs to minority-group members.

In the past 2½ years, wrote James M. Cesnik, associate director of Research and Information, in a covering letter, the number of minority-group members employed in the industry has grown—"though not as much nor as widely or rapidly as many feel it should."

The letter and questionnaire, wrote Cesnik, "are part of our attempt to find an answer to the most vexing response received from publishers during discussions of hiring minority-group members, particularly Negroes: 'We can't find anyone who is qualified'."

The Guild cannot screen applicants or pass judgment on their qualifications, he pointed out.

"But while we cannot hire anyone or even guarantee him a job," Cesnik wrote, "we can call management's attention to areas where qualified persons can be found, and beyond that we can help bring employers and prospective employes together. In fact, we are being asked with increasing frequency to 'tell us where we can find somebody'."

In addition to seeking the names of Negro graduates who might be candidates for referral to interested publishers, the letter and questionnaire seek to determine "whether minority-group youths . . . are aware of the opportunities in journalism," what efforts are being made to make them aware, and whether they are "preparing themselves to take advantage of the opportunities."

"We are seeking information which may be of aid in helping make newspaper staffs mirror the racial, ethnic and religious mixtures of our communities and nation," Cesnik wrote. "Newsprint doesn't become a newspaper until some color has been added in various shapes and shades."

NLRB Vetoed By Court On Hawaii Bonus

San Francisco, Calif. — The Ninth Circuit Court of Appeals last week reversed a National Labor Relations Board decision requiring Hawaii Newspaper Operators to bargain with the Guild on an incentive bonus for advertising salesmen.

The three-judge court, in a unanimous verdict, refused to enforce an NLRB order that the company negotiate with the Guild on reinstitution of bonus plans discontinued three days after the Guild's 1963 strike against the Honolulu Advertiser and Star Bulletin ended.

The board had found Hawaii Newspaper Operators, which publishes the two papers, guilty of an unfair labor practice for refusing to bargain on reinstitution of the bonus.

But the appellate court said a section of the Hawaii Guild's contract allowing the company to pay salaries higher than the minimums "at its discretion" was controlling.

The court said bonus plans came under this heading and that, since the company is given discretion, bonuses are "removed from the scope of collective bargaining during the term of the contract."

Four Organizers Named In N.Y.

New York City — The New York Guild last month appointed four temporary organizers as the first step in an intensive organizing campaign.

Executive Vice President Thomas J. Murphy named Jack Currin of the World Journal Tribune to explore organizing prospects on the Staten Island Advance, Harry Fisdell of the Post to probe the Westchester County Gannett papers, Dan Morris, formerly of the Daily Mirror, to size up possibilities at Newsday and the Suffolk Sun, and John McKeon of the Post to survey unorganized departments at news magazines.



Victoria Guild Photo by Irving Strickland

FOR PETE'S SAKE: L. M. (Pete) Sallaway prepares to slice into mammoth cake, inlaid with gavel, marking his retirement after 22 years as president of the Victoria Guild. Others, from left, are Duncan Macphail, Sallaway's successor; William H. McLeman, executive secretary of the Vancouver-New Westminster Guild, and International Vice President Robert D. Nordin, who installed the local's new officers at its annual meeting Jan. 22.

22 Years A President

Sallaway Steps Down In Victoria

Victoria, B.C. — L. M. (Pete) Sallaway, who helped found the Victoria Guild and led it for 22 years, stepped down as president Jan. 22.

He had announced his intention not to run for re-election midway through 1966. His long career and contributions to the local union were marked by special presentations and tributes at the Guild's annual meeting.

Among the tributes was one from ANG Secretary-Treasurer Charles A. Perlik, Jr., who wired "ANG's extreme gratitude for his past service and leadership."

Sallaway, a desk editor at the Victoria Daily Times, was presented with a specially-engraved gavel and a watch by local members.

He was chiefly responsible for organizing the Victoria Guild's first unit—editorial employes of the Times. Other departments followed, and by the time the paper merged with the Victoria Daily Colonist it was fully organized. Originally a federally chartered union, it affiliated with ANG in 1958.

Sallaway was president from the start in 1945 until his retirement last month, serving longer than any incumbent president of a Guild local, if not longer than any local president in Guild history.

Sallaway, who was succeeded as president by Duncan Macphail, an advertising salesman, sent ANG his "thanks and appreciation for the fine co-operation I received since Local 23 decided to affiliate with ANG."

23 Fined N.Y. Guildsmen Look To Supreme Court

Twenty-three New York Times advertising salesmen fined by a New York Guild trial board for crossing picket lines during the Guild's 1965 strike at the Times are seeking to escape the penalty by joining in a U.S. Supreme Court case.

The 23 picket-line crossers, joined by 20 other Times admen, have filed a "friend-of-the-court" brief in a case involving fines levied against 200 members of the United Automobile Workers who worked during UAW strikes against the Allis-Chalmers Manufacturing Co. in 1959 and 1962.

The National Labor Relations Board is appealing a Court of Appeals decision that the UAW cannot enforce collection of the fines by court action.

The Times ad salesmen were fined the four weeks' pay they received for working during the strike—as much as $1,500, in some cases—following their conviction by a Guild trial board last month. Forty-four other Times employes were found guilty of crossing picket lines.

The salesmen have banded together to form an association calling itself the New York Times Display Advertising Salesmen Steering Committee and have hired an attorney to represent them before the Supreme Court.

C. Raymond Hulsart, the Times's industrial-relations director, said that while the Times "did not participate in the preparation or financing" of the brief, it "sympathizes completely" with the salesmen, "has been defending them and will continue doing so to the full extent permitted by law."

The trial board's decision will be reviewed at a local membership meeting March 6.

John Kingston Dies; Buffalo Guild Leader

Buffalo, N.Y. — John M. Kingston, 47, a former vice chairman of the Buffalo Guild's Courier-Express Unit, died Jan. 26 after a long illness.

Kingston, a circulation zone manager, was a member of the local executive board as well as a unit official. He was a member of the Courier-Express bargaining committee in 1964.

Guild Votes Timestrike

New York City—Seven hundred New York Guild members at Time Inc. voted 50 to 1 Jan. 26 to authorize strike action on 24 hours' notice. It was only the second strike vote in the unit's 30-year history.

A proposed amendment to delay action for at least 10 days failed to receive a second. ANG granted strike approval this week.

Bargaining resumed under a federal mediator last week.

Management has offered general increases of from $10 to $13 over two years, with almost a third of the unit exempted totally or partially under a salary-cutoff provision. The Guild is seeking higher raises, elimination of the cutoff, arbitration of dismissals and union security.

Neither Snow, Etc.

No Whiteout In Chicago

Chicago, Ill.—Chicago's greatest blizzard of the century brought most of the city to a standstill this month but not its newspapers.

Employes using all their ingenuity to get through mountainous drifts to work and then to their assignments kept the city's papers publishing through the height of the storm.

Sun-Times Editor Emmett Dedmon, paying tribute to the effort made by editorial, business and circulation employes, noted the "remarkable" fact that "not a single woman editorial employe failed to show up for work despite the rough going."

Alex Katz, assistant photo editor at the Sun-Times, took the storm in stride—skiing stride. Sun-Times staffers cheered as he entered the office with skis over his shoulder after a slalom of two hours—an hour and a quarter less than it had taken him to get home by bus the night before.

For Philip J. O'Connor, Guild unit chairman at the Daily News, memories of hip-deep snow will be blended with flashing red lights, sirens and clanking tire chains whenever he thinks of his fourth daughter, who chose to be born at the height of the storm. Chicago police went all-out to provide transportation to the hospital after O'Connor was unable to get his car out of the driveway. They made it.

Daily News Columnist Mike Royko may still be wondering what ever became of his little red convertible; this week it was still hidden under a snowdrift.

LOCAL ELECTIONS

Greensboro

President, C. A. Paul; vice president, Charles Young; secretary, Glenda Rawley; treasurer, Leonard Dudley.

Madison

President, Owen D. Coyle; first vice president, Matthew A. Pommer; second vice president, Rudy W. Pelecky; secretary, Carole G. Koepsel; treasurer, Lawrence G. Lewis.

Sacramento

President, Peter Weisser; vice president, Robert Creelman; secretary-treasurer, Lillian Hickey; recording secretary, Ronald Blubaugh.

Scranton

President, Frank Sempa; first vice president, Thomas J. Clark; second vice president, Robert Reese; secretary, Christine Vanston; treasurer, Joseph X. Flannery.

Seattle-Tacoma

President, Charles Kohler; vice president, Ben Cheney; secretary, Veronica Olwell; treasurer, Rose Ellison.

Victoria

President, Duncan Macphail (Macphail, 56; Patrick O'Neill, 21); first vice president, Roger Stonebanks (Stonebanks, 41; John Ayres, Jr., 34); second vice president, Ace McMeekin (McMeekin, 44; Edward C. Bateman, 27); secretary, Dorothy Hunt; treasurer, Nancy Touchette.

Washington-Baltimore

President, Robert L. Asher; vice president, Alfred O. Kelly; secretary, Norwood B. Orrick, Jr.; treasurer, Dennis L. Wagner.

How Top Minimums Have Climbed In 38 Guild Contracts

Contract	Total Increase	Term (Years)	Average Annual Increase [1]
Boston Record-American	$13.75	1	$13.75
Cleveland Plain Dealer	34	2½	13.60
Cleveland Press	34	2½	13.60
Denver Post	38	3	12.67
Canadian Broadcasting Corp.			
Reporter A	25.09	2	12.54½
Reporter B	22.74	2	11.37
Memphis Commercial Appeal & Press Scimitar	25	2	12.50
Associated Press			
Class II Bureaus	23	2	11.50
Class I Bureaus	18.25	2	9.12½
Columbus Citizen-Journal (offer)	22.50	2	11.25
Washington Post	33	3	11
Washington Daily News	33	3	11
San Juan Star	22	2	11
Washington Star	30	3	10
Tacoma News Tribune & Ledger	20	2	10
Buffalo Courier-Express	20	2	10
Manchester Union Leader	29.50	3	9.83
San Jose Mercury & News	29.25	3	9.75
Seattle Post-Intelligencer	19.25	2	9.62½
Seattle Times	19.25	2	9.62½
San Francisco Chronicle & Examiner	28.75	3	9.58
Oakland Tribune	$28.75	3	$9.58
Sacramento Union	28.75	3	9.58
Sacramento Bee	28.75	3	9.58
Stockton Record	33.50	3½	9.58
Minneapolis Star & Tribune [2]	19 [3]	2	9.50
Rockford Star & Register-Republic	23.50	2½	9.40
Ottawa Citizen	25	2⅔	9.37
Honolulu Star-Bulletin	25	2⅔	9.37
Honolulu Advertiser	18	2	9
Buffalo Evening News	26.50	3	8.83
St. Louis Post-Dispatch	26.50	3	8.83
St. Louis Globe-Democrat	26.50	3	8.83
St. Paul Dispatch & Pioneer Press	17.30	2	8.65
Providence Journal & Bulletin	16.98	2	8.49
Victoria Colonist & Times	16 [3]	2	8
Madison Capital Times	8	1	8
Hawaii Tribune Herald, Hilo	19.50	2½	7.80
Ottawa Journal	21.20	3	7.07
Metro-East Journal, E. St. Louis			

1 The annual average is computed by taking the total money and dividing by contract term and does not necessarily reflect exact distribution of increases over contract term.

2 Minneapolis contract signed despite Contracts Committee denial of permission because of inadequate consideration for 42-month term. Charges of "willful" violation of ANG Constitution pending before International Executive Board.

3 Plus cost-of-living clause.

Guild Locals Scoring Best Wage Gains In 2 Decades

(Continued from Page 1)

peal and Press-Scimitar ($12.50), Associated Press ($11.50 for Class II newsmen), Columbus Citizen-Journal ($11.25), and the Washington Post, the Washington Daily News and San Juan Star ($11).

Total increases, for contracts from one year to 3½, have ranged from $8 over one year to $38 over three, with six exceeding $30: the Denver Post ($38 over three years), Cleveland Press and Cleveland Plain Dealer ($34 over 2½), Minneapolis Star and Tribune ($33.50 over 3½) and Washington Post and Washington Daily News ($33 over three).

The tabulation, compiled by ANG's Collective Bargaining Department, covers newspapers large, small and medium. Their circulations range as low as 11,000 in the case of the Hawaii Tribune-Herald.

The average two-year increase of $16.83 at the top reporter level, including fringes, in all contracts negotiated thus far in fiscal 1967 (starting May 1, 1966) represents an increase of $4.96 over the average for fiscal 1966.

Here is how the average increase at the top reporter level zoomed in two-year settlements since fiscal 1962:

1962	$ 8.19	1965	$11.14
1963	9.05	1966	11.87
1964	9.24	1967	16.83

The fiscal 1967 figure, less 35 cents for fringes, even exceeds the average $12.46 increase in reporter top minimums in the year and a half following the end of World War II.

THE AVERAGE reporter top minimum has increased $4.26 in the first nine months of the current fiscal year, an average of more than 42½ cents a month. December's cornucopia of banner settlements alone increased the average by 89 cents.

The $4.26 nine-month increase, raising the average to $155.85 as of Feb. 1, is higher than the increase for the whole of each fiscal year since 1959, with the exception of last year's $6.53. Here is how the average has risen from $124.15 in seven years:

1960	$3.18	1964	$3.85
1961	3.63	1965	3.23
1962	3.15	1966	6.53
1963	3.87	1967	4.26

The nine-month figure for 1967 would have been 77 cents higher were it not for the disappearance of high top minimums at two merged New York papers and the addition of an initial contract in Pottstown.

Bargaining gains have been intensified since last year's convention mobilized the Guild for a major wage offensive, declaring that "recent wage-goal breakthroughs and the prospect of further spectacular gains" offered the Guild an incentive to "marshal its strongest forces at the bargaining table."

A series of regional training institutes on "Bargaining for Breakthrough" and an intensive Collective Bargaining Department program of supplying locals with bargaining materials have given sharp impetus to the push.

What lies ahead?

The New York Guild last month called for minimum salaries of $15,000 a year ($288.44 a week) for key classifications in its next contracts with the city's major dailies.

That would be $55 more than the Guild's existing highest minimum at the Washington Post—but $62 less than the $350 minimum negotiated for radio-television newsmen last month by the American Federation of Television and Radio Artists.

No More 3 And 4

"Three and four went out the door"

This bouncy couplet was the way New Lead, official organ of the Toronto Guild, chose to headline a review of major Guildwide wage gains in 1966.

"It was the year when the old wage settlement pattern of $4 and $3 over two years seemed buried forever," wrote Local Representative Jack Dobson in a detailed review of the wage breakthrough.

Instead, he noted, "as the year ended, we began to get used to headlines like '$200 Top Won In Sacramento, San Jose; Memphis Gains $25' and '$33 Washington Increases Yield $233 Top At Post, $228 At News'."



'OUTSTANDING': Shirley Femia, secretary-treasurer of the Toronto Guild's Oshawa Unit, holds aloft the local's Dick Hayward Award, given to her as the shop steward judged "most outstanding" in 1966. At left, Local President Glen Ogilvie, who presented the steward's award.

Cleveland Wins $200 Top Minimum

(Continued from Page 1)

$3 and $3, and those below $80 will get $3.50, $3.50, $2 and $2.

Top minimums for reporters and copy readers at both papers and for display salesmen at the Press will go up to $200 in four $8.50 steps. The Guild does not represent commercial employes at the Plain Dealer.

Subeditors' top minimums will go to $230 in three $10 steps each November, and copy-boy top minimums will go up $3.50, $3.50, $3 and $3, to $88.90.

The top minimum for outside classified salesmen at the Plain Dealer will go up the same $34 as that for reporters, but in different steps—$6.60, $8, $8 and $11.40, to $167.40.

The top for inside classified solicitors will go up $4.50, $4.75, $3 and $3.50, to $113.15, that for telephone operators $6, $4, $3 and $4, to $108, that for stenographers $4.50, $4.75, $5 and $3.50, to $11.40, and that for secretaries $7.10, $5, $4 and $4, to $123.

Both contracts have added antidiscrimination clauses. Both have also added leaves of up to 15 days for reserve training, with the publisher paying the difference between military pay and newspaper salary.

. . . Buffalo

(Continued from Page 1)

increased from 42 weeks to 48, and the mileage allowance is increased one cent a mile, to 13 for the first 100 miles a week and 10 for additional miles.

A supplementary agreement, arising from a recent arbitration decision barring the company from producing a regular high-school supplement outside the bargaining unit, provides for the creation of three new positions—a copy editor and two reporters—to produce the supplement.

A new clause requires Guild approval before any new job title can be established during the life of the contract.

David S. Schick, administrative officer of the Philadelphia Guild, was chief negotiator for the Buffalo Guild. Schick also negotiated the local's recent Buffalo Evening News contract.

Guild Drops Petition At Indianapolis Star

Indianapolis, Ind.—The Indianapolis Guild has withdrawn a petition to represent 200 inside and outside circulation employes at the Indianapolis Star and News.

The Guild filed with the National Labor Relations Board after officers of the Employes Protective Association, which currently represents circulation employes, asked the Guild to seek representation. The officers were subsequently removed at a hastily called meeting attended by 40 members.

Tax Memo

In computing income tax, U.S. Guild members may deduct all Guild dues and assessments paid last year.

Canadian members may deduct only dues, but under a new proviso they may claim both a deduction for union dues and the standard deduction of $100 for charitable donations and medical expenses.

There were nine ANG assessments in 1966, in amounts from $1 to $6, depending on salary. In some locals that began assessments late, however, members may have paid only seven or eight during the calendar year; in others, the local paid one or more of the assessments.

ANG strike benefits are taxable and must be declared as income, in the opinion of ANG Counsel Irving Leuchter.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS

Arbitrations

Memphis Daily Told To Restore Prizes

Lubbock, Tex.—An arbitrator has ordered the Memphis Press-Scimitar to reinstate a monetary prize system that it unilaterally discontinued for its editorial employes in 1964.

Lubbock Arbitrator Byron R. Abernethy based his decision on written briefs presented by the company and the Memphis Guild and on the transcript of hearings held two years ago before arbitrator Harold Dworet of Atlanta, who died before issuing a decision.

Abernethy found against the Guild on four other issues inherited from Dworet at the same time.

The awards, cash prizes of $5 for the best story, best writing, best headline and best picture, had been given for at least 14 years until they were ended in 1964.

Abernethy found that the awards, although not mentioned in the Guild's contract, had become part of the total pay structure, had been cited as such by company negotiators at the bargaining table and had been used as inducements to attract new employes.

"They were hardly gratuities awarded just out of the goodness of the employer's heart," he said. "They were money awards for work performed on the job."

At one time, when the prizes were given on a daily basis, they totaled more than $100 a week, he noted. They amounted to at least half that after 1962, when they were put on a weekly basis.

Abernethy ordered the company to resume the prize system and to award no less than the average amount being given when it was discontinued.

Abernethy rejected a Guild challenge to the company's use of students to report high-school football games, however, giving a literal interpretation of language in the contract's jurisdiction clause.

As written, he asserted, the contract forbids the company to assign Guild work to other employes not under Guild jurisdiction but does not prevent the assignment of work to persons who are not employes.

Abernethy also ruled against the Guild in two cases involving job classifications and a fifth involving changes in work schedules to avoid paying overtime.

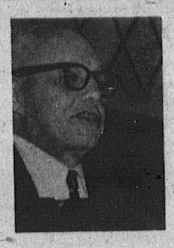
He based his decision in the classification cases on the fact that the Guild had not objected to the classifications in dispute at the bargaining table and bottomed his ruling in the schedule case on past practice.

DAY BOOK

Empire State District Council, quarterly meeting, Feb. 18 and 19, Washington, D. C.

Middle Atlantic District Council, quarterly meeting, March 4 and 5, Philadelphia, Pa.

Thirty-fourth Annual ANG Convention, July 24-28, Chateau Laurier, Ottawa, Ont.



Meany, Glazer Go On Record



A RECORDING of Joe Glazer's musical salute to the Guild and AFL-CIO President George Meany's speech on collective bargaining and the right to strike, both from the "original sound track" of last year's Washington Convention, are now available from ANG.

The record was made from U.S. Information Agency tapes of Meany's and Glazer's presentations to the convention banquet.

Two of the songs by Glazer, a former education director for the United Rubber Workers and now labor and minorities adviser to the USIA, were composed by him for last year's 25th Anniversary Heywood Broun Award Dinner and were first sung there.

One, "The Presses Are Made Out of Gold," became the informal theme song of Guild bargaining after Glazer sang it at the convention and the tapes were played at the ANG's regional collective-bargaining institutes last fall.



At least one local adopted the title as a bargaining slogan—and subsequently negotiated a $200-a-week minimum. The title also became the theme for the Guild Reporter's current series of articles on newspaper profits.

The other song, "His Name Was Heywood Broun," is a tribute to the Guild's founder, done to the tune of "Jesse James."

Its refrain: "Well, it seems to me that he was ten feet tall, a gentle giant of a man. He battled for the weak, he spoke up for the meek, and his name was Heywood Broun."

The other Glazer convention songs on the record are: "A Newspaperman Meets Such Interesting People," adapted from Carl Sandburg; a version of "Which Side Are You On?" composed for the Portland, Ore., newspaper strike; "A Newspaperman for Me," an explanation of a male reporter's attraction for the fair sex, and "The Pickers' Song," a plea for the migrant worker written by a Florida newspaperman.

Meany's speech has been described by many Guildsmen and other unionists as one of the best expositions of the principles of collective bargaining they have ever heard. It was printed in full in the post-convention issue of the GR Aug. 12.

The record was produced in response to expressions of interest from Guild members who attended the Washington Convention and the 1966 ANG Collective Bargaining Institutes, said Research and Information Director Ellis T. Baker.

"Several locals made copies of the songs and speech when we played tapes of them at the institutes," Baker said, "and requests for both were so numerous we had the tapes transcribed onto 12-inch long-playing records."

The monaural records are available from the ANG Research and Information Department for $3 each. Mimeographed lyrics are included with each record.

More J-Grads, Fewer Newsmen

Newspapers, Outbid By Industry, Watch Talent Go By

EMPTY chairs in the newsroom and a lack of promising youngsters eager to fill them are forcing U.S. newspapers to ask themselves: "What are we doing wrong?"

And from the campuses where the crucial career planning is going on comes the answer: "You're not offering enough money!"

Last year, according to a wage survey by the Associated Press Managing Editors Association, U.S. newspapers with more than 150,000 circulation paid starting newsmen an average of only $5,608, or $108 a week. Papers from 50,000 to 150,000 circulation paid $5,146, those from 10,000 to 50,000, $4,648, and those under 10,000, $4,250.

Candidates for bachelor's degrees in other disciplines did much better, according to the College Placement Council. Here are the average salaries it found in a survey of 3,130 offers by employers to graduating science students:

Chemistry, $8,088; mathematics, $8,064; physics, $7,728; chemical engineering, $9,604; mechanical engineering, $8,496; electrical engineering, $8,590.

Each year, according to the Newspaper Fund, newspapers have to fill 3,500 existing vacancies, aside from any expansion.

Journalism schools and departments last year granted degrees to nearly that many candidates—3,416—but only 17 percent of them went to work on newspapers.

Journalism classes are growing. In the 1965-66 school year there were a little over 19,000 journalism majors, with freshman classes the largest.

But newspapers could take scant comfort in the face of growing demands from all segments of an increasingly "communications-conscious" economy.

"Industry has 'discovered' the journalism graduate," says Robert W. Haverfield, placement director of the University of Missouri's journalism school.

"Advertising agencies, radio and TV stations, chain retailers, specialty magazines and others have joined industry and are seeking out the journalism graduate," he said. "Advertising agencies coming to our campus frequently ask to talk to news-editorial majors as well as advertising majors."

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JOURNALISM graduates are in demand for more than journalism-oriented work.

Big corporations "look the crop over and buy the ones they want, if they can get them," Haverfield told Editor & Publisher. "The price is frequently in the $150 to $160 a week range, even $170,'" he said, adding that "the average—repeat average—salary for newspaper jobs for our men from the class of '66 was $117.50. Girls were a few dollars under."

The going rate was 50 cents less on West Coast newspapers, the California Press Association was told last month in San Francisco.

Robert J. Groundwater, employment manager of the Los Angeles Times, who reported the average $117 starting wage, noted that bachelor-degree accountants were being offered an average of $133.75, statisticians $132.50 and liberal-arts graduates in general, $125.

Any employer who wants to keep a new graduate should not offer less than $125 to start, Groundwater told the news executives.

King Durkee, training director of Copley Newspapers, said $100 is the minimum that any journalism graduate worth hiring can be offered.

"If you plan to start such a news employe at less than $100, forget it," he told the association, "for if you hire him, he's a sub-pro."

The talent shortage has helped break down the barriers against women in many newsrooms. But there is reason to believe that women have made less progress in wage equality.

A Labor Department study of women's progress seven years after graduation shows that in 1964 women "editors, copy writers and reporters" who had taken college degrees seven years earlier were earning an average of $6,274, or $121 a week, more than $1,100 under the average top minimum in Guild newspaper contracts that year.

They were earning about as much as women in such traditionally feminine jobs as home economics, kindergarten teaching and nursing. The lowest salaries among the 585 women reporting were paid in the Northeast, where the average was only $5,993; the highest were in the West, at $7,478.

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MORE women are finding jobs on copy desks, a traditional stronghold of antifeminism, Newsweek pointed out in an article on the talent shortage.

But there are still empty chairs. Even the New York Times, Newsweek said, is asking journalism schools to recommend alumni for copy-desk jobs.

The squeeze is greatest on small and medium dailies, the traditional training ground for young newsmen, who now are finding it easier to go directly to metropolitan dailies. But with industry skimming the cream from journalism schools, even the big papers are having trouble finding high-quality candidates.

"We have applications—about 99 of them," Phil Evans, city editor of the Baltimore Evening Sun, told Newsweek. "But I wouldn't think of having any of them on the paper."

News executives, accustomed to a buyer's market, are at a disadvantage in competing for talent, E&P pointed out.

"Thoughtlessly, publishers have been known to stand before the graduating class calling for employes who must be willing to work seven days a week, willing to be in the office when the sun comes up, willing to take their supper at the city-room desk," the magazine declared, adding:

"Dedicated or not, such statements do not compare well with the pitch made by industrial giants offering more money for a 35-hour week."

Editorial

The Parity Push

Outside classified salesmen are making giant strides toward parity with other key newspaper employes, and it's about time.

The yawning salary gap that separates outside classified from display salesmen on many papers is hard to justify.

As the display salesman who led the Guild's successful campaign for outside-classified parity at the Washington Post put it: "For all practical purposes the work, the responsibilities are identical, and in many cases the revenue involved may be larger."

The line between regular display advertising and classified display has become increasingly thin with the growth of automotive and real-estate classified. There have been cases where the same ad—prepared by an outside classified salesman—has been used both on the classified pages and run-of-the-paper.

Some publishers have recognized the increasing importance of outside classified salesmen and the growing skills required for the job by paying salesmen far above the contract minimums.

At one Guild paper, outside classified salesmen have been earning as much as $93 over the minimum. At another, four were earning more than $200, two of them over $250. At a third, one outside classified salesman was earning more than 31 of the paper's 32 display salesmen.

But at too many papers, both the minimums and the going rates fail to reflect the demands of the job and its value to the publisher. The same is true of district managers, who only recently achieved their first $200 parity, in Stockton.

Indeed, all too often outside-classified and district-manager minimums have not yet achieved parity with the printing trades, much less with reporter and display minimums. In a number of Guild contracts, the classified salesman who prepares the ad receives scarcely two-thirds the salary of the printer, the engraver, the stereotyper and the pressman who reproduce it. And the district manager with the key responsibility of getting the paper into the hands of its readers often is little better off.

History shows that few publishers give adequate financial recognition to their employes without forceful union prodding; before the Guild, unorganized reporters who wrote the news made less money than the printers who set it, not to mention public relations men and others with skills and responsibilities comparable to their own. Few received what they were worth.

Too many outside classified salesmen and district managers are still in the same plight today. It's up to Guild locals to see that they don't remain there.

Back To Gutenberg?

A New York Pressmen's Union proposal that its members receive increased pay with increases in printing-press productivity strikes Editor & Publisher as "a novel suggestion."

E&P put it this way in a recent editorial:

"Set the plates, feed the web, ink up, push the button and if the publisher has had the foresight to install new high-speed presses to replace the slow, obsolete ones, the pressman should receive more compensation.

"If that theory holds up, it will be to the publisher's advantage to keep that old, slow press as long as it can be held together with baling wire."

And, presumably, to smash the computers and linotype machines and go back to hand-setting type.

The Guild Reporter

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and
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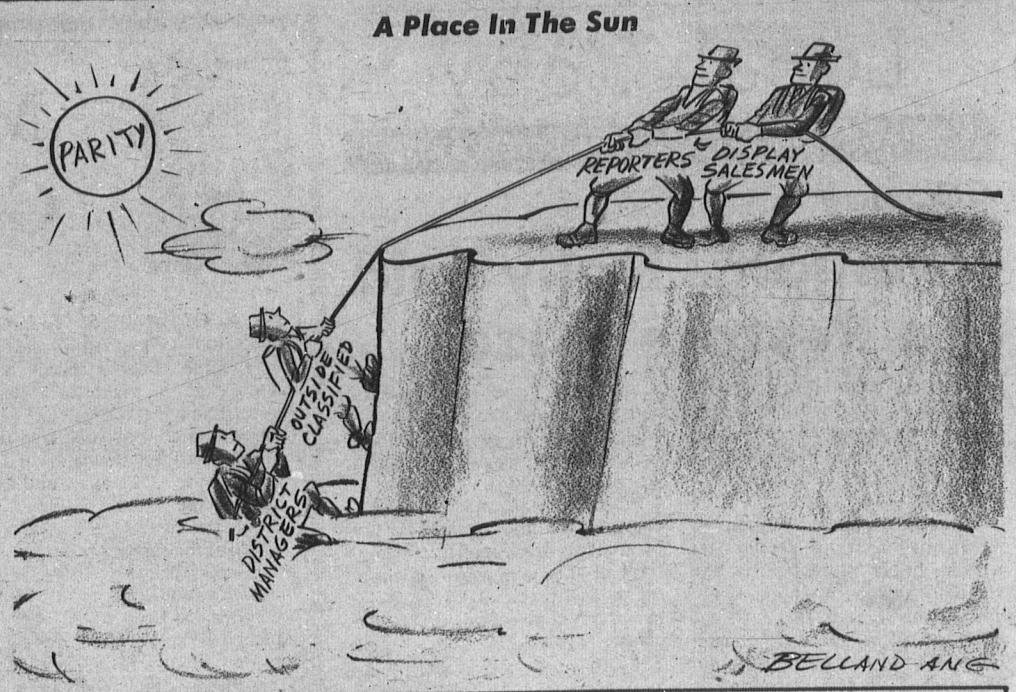
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A Place In The Sun



AMONG OURSELVES

Former San Francisco-Oakland Guildsman **Charles Bosley** has been named information director of the Agency for International Development.

Bosley, a onetime reporter for the Richmond Independent, had been serving as special assistant



Bosley



Stefany

to the director of the AID's Ecuadorean Mission for two years. Prior to that he was executive director of the National Committee for International Development and an administrative assistant to Sens. Clair Engle and Pierre Salinger of California.

Another government information staff—the Civil Aeronautics Board's—has acquired the services of **Wallace Stefany,** former vice president and secretary of the Lehigh Valley Guild. Stefany, an 18-year Guildsman, received a stick of gold type from the Guild and a camera from his coworkers at the Allentown Call upon his departure.

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JOLLY GOOD FELLOWS: **Donald G. Bremner,** former secretary of the old Baltimore Guild and a former feature writer for the Sunpapers, New York Guildsman **Harry Dean Marsh,** former assistant to the editorial-page editor of the old New York Herald Tribune; Wire Service Guildsmen **Michael Ross Johnson,** world-desk editor for Associated Press, and **Michael T. Malloy,** chief Southeast Asia correspondent for United Press International, have been awarded fellowships in Columbia University's advanced international-reporting program.

Harrisburg Guildsman **Paul R. Beers,** columnist for the Harrisburg Patriot and News; Toronto Guildsman **Ronald B. Haggart,** columnist for the Toronto Star; San Francisco-Oakland Guildsman **Noel Lieberman,** reporter for the Oakland Tribune; Wire Service Guildsman **Arthur L. McAloon,** news editor for UPI-Audio; San Francisco-Oakland Guildswoman **Judith Stone,** "Daily Datebook" editor of the San Francisco Chronicle, and Albany Guildsman **Thomas G. Wilkinson,** legislative correspondent for the Albany Times-Union, have been awarded journalism fellowships at Stanford University.

And Cincinnati Guildsman **James L. Adams,** a reporter on the Post and Times-Star, has been awarded a graduate fellowship at the Washington (D.C.) Journalism Center.

LABOR BEAT

Two U.S. district courts have upheld the validity of the National Labor Relations Board's new requirement that an employer must furnish the names and addresses of his employes to a union before a representation election.

Ruling in two cases involving the United Automobile Workers, judges in Detroit and Chicago ordered companies to comply with NLRB subpenas for the names and addresses, issued after the companies refused to supply them.

An earlier court decision in North Carolina refused to uphold a similar subpena.

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PRESSMEN TRY AGAIN

The Pressmen's Union is making another bid to crack the unorganized Los Angeles Times.

The Pressmen, who won a National Labor Relations Board election in 1962 but were decertified a year later after failing to win an initial contract, filed a new representation petition last month.

International Organizer William Torrence said the union has authorization card from 70 percent of the Times's 450 pressmen.

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Among the contributors to a Christmas fund for strikers at Kingsport (Tenn.) Press was Encyclopedia Britannica, which pulled all of its printing from Kingsport as a result of the walkout.

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IT'S EMPLOYER WHO PAYS

A Bureau of Labor Statistics study shows an acceleration of the trend toward eliminating employe payments for health insurance.

Analyzing 100 major contracts, the bureau also found that major medical insurance, maternity benefits and provisions for psychiatric, dental and vision care are spreading rapidly. A major new trend is a shift toward payment of all "reasonable and customary" charges for surgery instead of specific cash allowances.

Toronto Guild Votes Three Assessments

Toronto, Ont.—Toronto Guild members voted overwhelmingly Jan. 30 to continue assessments on the local level for three months after the current ANG assessment series expires.

The local assessments, to be collected at the ANG rate, will be used to rebuild Toronto's defense fund, depleted by the payment of benefits for more than two years to members observing printers' picket lines at the Toronto Telegram.

Editor Who Quit Gets Jobless Pay

Ossining, N.Y. — A newspaper editor who quits rather than run an editorial ordered by his publisher is entitled to unemployment compensation, a state referee has ruled.

The referee, Arthur Mendelson, reversed a local office of the State Unemployment Insurance Division, which had held that Philip R. Moran, former editor of Gannett's Ossining Citizen-Register, was not entitled to jobless pay on the ground that he quit voluntarily.

Moran refused to endorse a Republican candidate for mayor and resigned after being offered a lesser job elsewhere in the Gannett chain.